

Governor's State Workforce Investment Board Apprenticeship Advisory Committee

**Red Lion Colonial Inn Hotel
Helena, Montana
January 22, 2009**

DRAFT MINUTES

BOARD MEMBERS PRESENT: Mike O'Neill, Chair; John Cech; Tom Curry; Mike McGinley; Jason Miller; Alan Skari; and Pat Wise.

BOARD MEMBERS ABSENT: Tom McKenna, Vice Chair; Kirk Hammerquist; Lane Larson; Robbe Lindsey; Rodney Miller; Sandi Miller; and Jeff Rupp.

STAFF: Dan Berhardt and Danielle Nettleton.

GUESTS: Keith Allen, Dan Flynn, Sheila Hogan, Darrell Holzer, Keith Kelly, Dan Miles, Gary Wright, and Lindsey Woolsey.

I. Welcome and Introduction

Chairman Mike O'Neill called the meeting to order at 9:12 a.m. He welcomed committee members and guests. He announced the appointments and re-appointments of the following ad-hoc members:

- John Cech, MSU College of Technology
- Jason Miller, Labor Representative
- Lane Larson, Labor Representative

Roll call, Housekeeping, and Meeting Documents

Danielle Nettleton conducted roll call, addressed housekeeping items, and reviewed meeting materials. Chair O'Neill explained the committee conducts business under Roberts Rules of Order. He stated he would relax Roberts Rules of Order to encourage active and open discussion. He reminded members of the public to state their name clearly for the accuracy of the minutes.

Agenda

Chair Crum reviewed the Agenda; it was accepted as presented by consensus.

Minutes

Due to a lack of quorum, the past meeting minutes were not approved.

II. Updates and Proposals

Apprenticeship Updates and Federal Rule Changes

Mark Maki, Apprenticeship Program Director, provided a brief overview of an operational and statistical report. He noted the current economy has impacted the Apprenticeship program in the Kalispell area, due to construction layoffs. Some key points of his overview included:

- 1,430 Montana Apprentices currently registered in 50 different occupations.

- 88% in construction related occupations
 - 6% in service related industries
 - 6% in utility related industries
- 654 independent employers are registered sponsors and 300 union employers utilizing apprenticeship.
- An estimated 225 apprentices will complete in calendar year 2009.
- Average third year apprentice earns \$18.22 per hour.
- \$54 million in wages across the state, \$8.5 million in Federal and State taxes paid in 2007/2008.
- Based off PY 2008/2009, for every one dollar the state invested in registered apprentices, employers paid \$119.51 in wages and the apprentices contributed \$19.18 in taxes.
- The average journeymen rate for completing apprentices in Montana currently ranges from \$22.00 to \$40.00 per hour.

Mr. Maki reported on the recent Federal Rule changes. The Apprenticeship Program is funded and administered by the State of Montana. All apprenticeship programs governed by state and local laws are encouraged to comply with federal regulations. The federal regulations were created in 1937 without many changes until 1977. Current regulations have not been changed since 1977. Mr. Maki participated as an advisor in a federal Apprenticeship Committee to review and upgrade the current regulations. He provided an overview of the committee members, who they represented, and the process the committee went through to develop new regulations. States have two years to adopt all rule changes and apply for federal recognition every five years. Mr. Maki provided an overview of the new changes. For more information regarding the changes in federal regulations please contact Mr. Maki at 406-444-4100.

Apprenticeship Updates and Federal Rule Changes

Dan Bernhardt provided an overview of the three day Apprenticeship Clinic in Dallas, TX. Participants were comprised of all states that have been successful in expanding their Apprenticeship Program. Some of the clinic highlights included:

- North Dakota State allows college credit to workers who have completed federally-approved apprenticeship training, providing students the opportunity to earn a degree with additional college credit course work.
- The state of Washington developed the Navigator 101 program: 13th year career plan for high school students. Schools received a onetime payment of \$100,000 to start up the program. The program assists students in taking classes towards their career choice.

Discussion occurred regarding the similarities between the Navigator 101 program and the Career Clusters/Big Sky Pathways Committee. Committee members requested a representative for K-12 be appointed to the committee. Chair O'Neill suggested developing a subcommittee to research and make a full recommendation to the Board on working with Higher Education to allow apprenticeship credits towards a college degree and research the similarities between the Navigator 101 program and the Career Clusters/Big Sky Pathways. Discussion among members made the following recommendations for subcommittee appointments: John Cech, Chair; Jason Miller; Lane Larson; TJ Eyer (or other K-12 representative); and Gary Wright.

III. Goals, Visions, Impacts, and Timelines

Lindsay Woolsey, Senior Policy Associate, Corporation for a Skilled Workforce provided a brief review of the strategic planning discussion on September 25, 2008. Committee members discussed the current action plan. The committee feels the marketing and expansion plan is still a priority. The larger target audience should be Sponsors and minority participants. Mr. Curry suggested researching apprenticeable trades, what is available? What can the committee enhance vs. what is set in stone? The committee would like to identify the existing programs, opportunities, and gaps. The Business Expansion and

Retention (BEAR) Teams and MEDA have good infrastructure and should be involved in the process. Committee members requested a 'readers digest' version of apprenticeship programs. Currently, the Energy field does not have many Apprenticeable Trades.

Mr. Miller asked who would be implementing the marketing plan. Mr. Maki informed the committee of two possible marketing options:

- Hire one individual to lead in marketing the apprenticeship program and train local representatives in the One-Stop Centers.
- Divide funding of a single full-time position between the five regions to provide marketing on a local level.

Ms. Wise disagreed with spreading the money across each region. It would be more effective to hire one individual who could assist in training across the state.

Ms. Woolsey offered to re-draft action steps for the following six months, including target dates for draft marketing plan and materials.

IV. Other Business

With no further discussion, Chair O'Neill adjourned the meeting at 11:28 a.m.